

Selection Review

Preparation for the selection interview is encouraged, as it provides the applicant with the opportunity to demonstrate their suitability for the position.

A selection panel will conduct the interviews and will consider the results achieved in all selection tests, relevant work performance, awareness of the role of a firefighter, capability to perform the role, and ability to function as a member of a team. Qualification such as Fire Science Degree, Firefighter Certification, or other related qualifications, may also be considered by a selection panel as an advantage.

Entering the Service

Upon selection the applicant will commence an 8-week training course at the Salina Fire Department as a probationary recruit firefighter. The hours of the day will be 8am to 5pm, 5 days a week with a one hour lunch break.

Training involves classroom learning and practical sessions to ensure that recruits are familiar with equipment and practices of the Salina Fire Department.

Theory and practical examinations will be conducted and recruits must attain required standards.

Graduation is held on the completion of training. Successful graduates will be appointed as a firefighter on shift and assigned to duties at a fire station.

Special Programs

- Big Brothers/Sisters "Face to Face"
- Fire Extinguisher Classes
- CPR and First Aid Classes
- Fire Explorer Program
- Annual Open House
- Fire Prevention Week
- Quarterly Department Blood Drive
- Project Salina
- United Way Drive
- Juvenile Fire Setter Intervention
- Senior Citizen Life Safety Program
- Special Event Standby's
- Station Tours

Salina Fire Department

222 W. Elm
Salina, KS. 67401
Ph (785)826-7340
Fax (785)826-7348



Salina

City of Salina
300 W. Ash
Salina, KS. 67401

Salina Fire Department



Recruitment Program

How to Join

All inquiries regarding recruitment should be directed through the City of Salina Human Resources Department during normal office hours at 785-309-5710.

The Human Resources Department will accept applications for Firefighter/EMT and or Firefighter/MICT each year during the month of September. The testing will take place the second week of October each year. This is the standard, however the Fire Department may advertise sooner than September or not advertise at all. Advertisements will be placed in The Salina Journal newspaper.

The City of Salina is "An Equal Opportunity Employer." This ensures that recruitment shall be from qualified individuals selected solely on the basis of relative ability, knowledge, and skill in fair and open competition.

The Salina Fire department offers women and men an opportunity to experience personal growth and advancement while providing a valued service to all members of our community. If you think you have what it takes to become a member of this proud team, then the information contained in this brochure will help you to prepare yourself for the selection testing involved in the application process.

General Information

Like most fire departments in the United States, the Salina Fire Department began its existence as a volunteer organization, this changed in April of 1909 when Fire Chief Brodbeck was hired along with 8 firefighters.

Today, the Salina Fire Department consists of 92 members. The department provides fire protection and medical services to 45,000 citizens within the 20 square miles of the city. The department also provides emergency medical services to the 15,000 county residents within the 720 square miles of Saline County.

Four stations are strategically located throughout the city, and the Department operates 4 Engine companies, 1 Ladder Company, 2 Rescue units, 1 Hazmat unit and 3 Ambulances. The department responds to over 5,000 calls each year.

Minimum Requirements

An applicant seeking employment as a firefighter must:

Driver's License

Possess a valid U.S. driver's license and be able to secure a Kansas Class B or higher license. Serious, or numerous, driving violations may exclude one from eligibility.

Emergency Medical Technician

Applicant must be certified either as a Nationally registered EMT or Paramedic or hold Kansas Certification as an EMT or Paramedic.

Age

Applicant must be 18 years of age or older.

Education

Applicant must have a High School Diploma or GED with preference given to those with advanced education.

Health

Applicant must pass a physical examination as to fitness for service as a firefighter by the City of Salina Physician.

Fitness

Applicant will be assessed on relevant performance in a physical fitness and physical aptitude test.

Interview

Be assessed on relevant performance at an interview conducted by a selection panel.

Primary Functions

- Public Education/Fire Safety
- Fire Prevention
- Fire Suppression
- Paramedic and Emergency Medical Technician Services
- Rescue and Extrication
- Ambulance Transport

Specialized Training

- Hazardous Material
- High Angle Rescue
- Trench Rescue
- Confined Space Rescue
- ARFF
- Fire Investigation



Selection Process

The selection process is outlined below:

1. Following the assessment of applications and the rejection of applications that are either incomplete or fail to meet the City of Salina's minimum entry requirements, the remaining applicants will be invited to attend a written selection test.
2. A written aptitude test will be conducted and will consist of a number of job related questions.
3. Applicants who score a minimum of 70% on the written exam will be invited to participate in the physical aptitude/fitness test.
4. Applicants will be invited based on their achievement on the written and practical to participate in an interview by a selection panel.

Preparation for Testing

- Numeracy
- General Problem Solving Ability
- Basic fire fighting knowledge
- English

Physical Aptitude/Fitness Tests

In an effort to evaluate the fitness level of all applicants to the Salina Fire Department, a series of timed fitness events have been developed. Any applicant wishing to work for the Salina Fire Department must successfully complete this evaluation or provide a current CPAT certificate. The following fitness evaluation events are to be done consecutively and completed within 8 minutes; *Hose Carry and Raise, Sled Drive, Hose Drag and a Dummy Drag*. Upon successful completion of the fitness evaluation the applicant will then climb an extended aerial ladder.